

WORKING WOMEN IN ONTARIO - 1973

Introduction

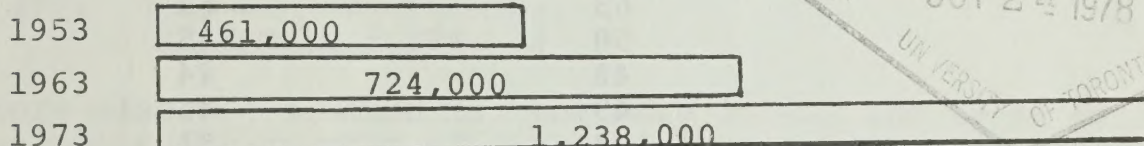
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Ontario is experiencing an enormous social change. Women are steadily and dramatically entering the world of paid work. This change, however, has been quantitative only. Women are still crowded into the few low-paying occupations they have traditionally held.

Labour Force Participation

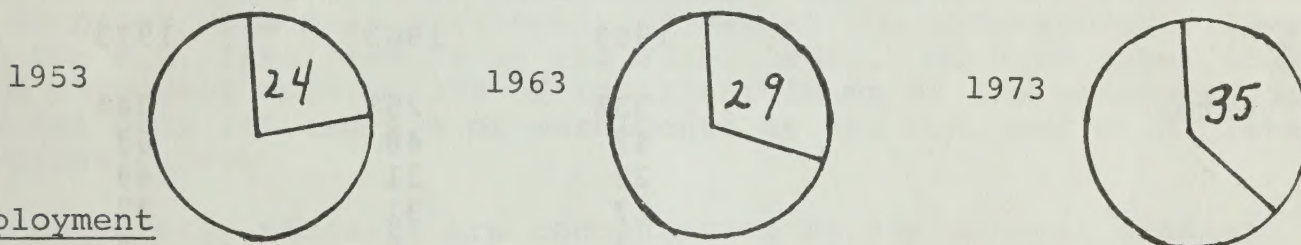
Ontario's female labour force has increased by 168% in the last two decades.

Women in Ontario's Labour Force



Correspondingly, the percentage of all Ontario's women over age 15 years in the labour force has dramatically increased from 25.9% in 1953, to 32.5% in 1963, and 41.6% in 1973. This increased labour force participation has increased women's share of the total labour force.(1)

% of Women in Total Labour Force



Unemployment

In this area, at least, Ontario's women have reached equality with men. Both sexes had an unemployment rate of 3.8% in 1973. The unemployment rate for all Canadian women of 5.1% was slightly lower than that of 5.9% for men.

Women's increasing labour force participation has been mirrored by an increased rate of unemployment from 1.6% in 1953 to 5.1% in 1973. Women, aged 14-19 years, were the worst hit by unemployment, with a rate of 10.8%. (2)

Part-time Work

In 1973, 24.6% of Canadian working women were employed less than 35 hours a week. The percentage of women working part-time has more than doubled in the last 20 years. (3)

% of Working Women Employed Part-time

1953	10.7%
1963	19.7%
1973	24.6%

Age

As would be expected, the highest participation rate* of Ontario's women is in the age group, 20-24 years. However, almost half of Ontario's women in their chief child-bearing and child-rearing years (25-54 years) are in the labour force.

Age (4)	Participation Rates by Age	
	Ontario	Canada
14-19 years	36%	34%
20-24	63	63
25-34	50	45
35-44	48	44
45-54	49	43
55-64	34	31
65+	4	4

During the past twenty years the major increases in women's work pattern have occurred in the age group 25-44 years where the percent of women in the labour force has almost doubled, and in the age group 45-64 where participation has more than doubled.

Age (5)	Participation Rates - Canada		
	1953	1963	1973
14-19 years	33%	25%	34%
20-24	47	48	63
25-44	23	31	44
45-64	17	31	37
65+	3	6	4

Marital Status

The participation rate of married women has almost trebled in the last two decades from 15% of Ontario's married women in the labour force in 1951, to 40% in 1973. Correspondingly, the percentage of Ontario's female labour force who are married has risen from 38% in 1951 to 61% in 1973. (6)

In 1970 it was estimated that, in Ontario, 330,000 women workers had children under age 16, and one-third of these women had children under age 6. An estimated 20% of Ontario's mothers with children under age six were in the labour force.

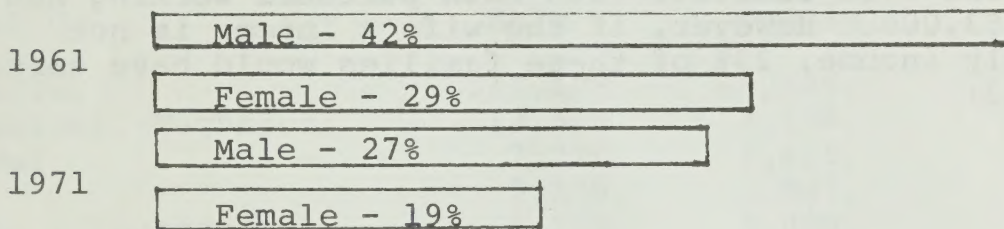
*participation rate is the labour force as a percentage of the population 14 years of age and over. The participation rate for a particular group is the labour force in that group as a percentage of the population of that group. Therefore a female participation rate of 36 in the age group 14-19 would indicate that 36% of all women in the age group 14-19 years are in the labour force.

An estimated 135,000 children under age six in Ontario had working mothers and likely required day care arrangements. This represents 17% of all Ontario children under age six. (7)

Education and Training

The decade 1961-1971 has shown a dramatic increase in the level of educational attainment of Ontario's labour force, both male and female. The female labour force, however, remains somewhat better educated than the male.

% of Labour Force with less than Grade 9 Education



The more educated a woman is, the more likely she is to be in the labour force. Only one-quarter of Ontario's women with under grade 5 education worked; whereas 63% of Ontario's female university graduates worked in 1971. (8)

During the academic year 1972-73, 49,000 women were attending Ontario universities full-time, 36% of the total enrolment. 29,000 women were attending universities part-time, making up 47% of part-time enrolments. 91% of Ontario's full-time female college students were enrolled at the undergraduate level; 4% at the M.A. level, and 2% at the Ph.D. level. This compares with male enrolments of 84% at the undergraduate level; 7% at the M.A. level and 5% at the Ph.D. level. Of more significance, female enrolment made up 38% of total enrolment at the undergraduate level but only 24% and 19% of enrolments at the M.A. and Ph.D. levels respectively. (9)

Women university students are concentrated in the general academic programmes and training programmes for the traditionally female professions. Fully 82% of all female, full-time B.A. and first professional level enrolments are in Arts and science, education, household science, nursing, and social work. As the following figures indicate, few women have penetrated the predominantly male professional fields.

Profession	Females as % of Total Students
Architecture	13.7%
Commerce	11.8%
Engineering	1.4%
Law	14.4%
Dentistry	7.0%
Medicine	19.5%
Veterinary Medicine	19.7%

In the academic year 1971-72, there were 12,400 women enrolled in Ontario community colleges, 33% of the total enrolment. (10)

Financial Need to Work

In 1973, 481,000 women in Ontario's labour force were either single, divorced or widowed. 39% of Ontario's working women were self-supporting. (11) It is likely that some of the married working women were also self-supporting because their husbands were unemployed, disabled or not present.

For many families, two incomes are now necessary to maintain an adequate standard of living. For example, in 1971, 23% of Canadian families with only one income recipient had incomes of less than \$5,000. Only 18% of families with both husband and wife income recipients, had incomes of less than \$5,000. (12)

In 1961, 10% of husband-wife families with both partners working had an income of less than \$3,000. However, if the wife's income is not included in the family income, 23% of these families would have earned less than \$3,000. (13)

Income (14)

Families

It was estimated that there were 136,000 families in Ontario, in 1971, with female heads. 46% of these families had an income of less than \$4,000; whereas only 9% of the estimated 1.7 million male headed families in Ontario had an income of below \$4,000. The median income of Ontario's female headed families was \$3,540. and for male headed families, \$10,162. That is, families unfortunate enough to have a female head had an income of only 35% of that of male headed families. The situation is even more extreme if the female head is younger than age 35. The median income of such families was \$2,886 or 30% of that of similar male headed families. Fully 65% of all young female headed families had incomes of less than \$4,000.

In Canada, in 1971, there were an estimated 338,000 single parent families, of which 85% were headed by women. 48% of female headed single parent families had incomes of less than \$4,000; whereas only 23% of male headed single parent families had incomes under \$4,000. The median income of female headed single parent families was 55% of that of male headed single parent families.

Although female headed families, in Canada, in 1971, made up only 7% of all Canadian families, they formed 20% of all Canadian low income families. 44% of all Canadian female headed families were classified as low income, whereas only 14% of all male headed families were poor.

Individuals

In 1971, 68% of Ontario's women had an income of less than \$4,000. compared with 28% of Ontario's men. The median income of Ontario's women was 31% of that of Ontario's men.

Except for the age groups under 20 years and over 70 years, the median

income of Ontario's women never was more than 40% of that of men. For all age groups, over half of Ontario's women had incomes of less than \$4,000.

Earnings (15)

In 1971, Canadian women employed full-time earned an average income of \$4,755. and men of \$8,513. Women earned only 56% of men's earnings. This earnings differential for full-time workers was reflected across occupations in 1971.

Occupation	Average Income		Female as % of Male
	Male	Female	
Managerial	\$11,128.	\$5,366.	48%
Professional-Technical	12,104.	7,276.	60
Clerical	7,226.	4,610.	64
Sales	7,896.	2,947.	37
Service & Recreation	6,379.	3,000.	47

Occupation (16)

Traditionally women have been employed in very few occupational areas. This tradition had not changed in 1973. Over 60% of working women were employed in clerical, sales and service occupations. Over half the persons employed in the typically female occupations (teaching, health, clerical and service) were women.

Occupation	Women as % of total employees in each occupation	% of Women employees
Managerial	17.4	2.7
Teaching	56.7	7.0
Health	74.0	9.4
Other Professions	19.6	3.3
Clerical	72.4	35.1
Sales	31.7	10.1
Service	50.8	17.8
Primary Resource	11.4	2.4
Other Crafts	12.3	12.1

(Note: based on 10 month average)

SPECIAL STUDIES

Top Management

Women are almost absent from the decision-making level of the board room and executive suite. An analysis of 55 large firms listed in the Financial Post's Survey of Industrials, 1968 and Directory of Directors, 1967 found that, out of 5,889 directorships and 1,469 corporate offices, only 41 directorships and 8 offices were held by women. i.e., Women held less than 1 per cent of the top corporate positions in Canada. (17)

Federal Public Service

In 1967, 83.0 per cent of all women public servants were in office or administrative support jobs, while only 5.5 per cent were in administrative jobs.

In the same year, 30 per cent of men compared to only 10 per cent of women public servants earned more than \$6,000. per annum. In 1968 the chances of a man receiving \$10,000 or over were 12 times as great as those of a woman - the chances of him receiving \$14,000 or over were 18 times as great. (18)

Banking

A survey conducted for the Royal Commission on the Status of Women found that, in the senior executive group (i.e. above branch manager) there were 326 men and only one woman. 43 per cent of all male bank employees, but only 2 per cent of all female employees were employed at the management level.

Women's poor representation in management was reflected in significant sex differences in earnings. 89.7 per cent of all women employed in chartered banks earned less than \$5,000, while 72.3 per cent of all men employees earned more than \$5,000 per annum. (19)

Manufacturing

In 1969, women made up 26.2 per cent of all salaried employees in the Canadian manufacturing industry; but they were concentrated among the general clerical and related workers, where they made up 49.9 per cent of the total. Women constituted only 5.0 per cent of the higher level salaried employees (i.e. executive, administrative, supervisory, professional, and travelling salesmen directly responsible to the administration.)

Once again, the concentration of women into lower level positions is reflected by an earnings gap. In 1969, the average weekly salary of male salaried employees in manufacturing was \$178.60, while for females it was \$92.86. Even those women in salaried positions other than clerical and related earned less, on the average, than their male colleagues - \$114.98 and \$195.66 respectively. (20)

Retail Trade

A survey of department stores conducted for the Royal Commission on the Status of Women found that women made up 71 per cent of all sales clerks and cashiers, but only 23 per cent of all departmental managers, and 22 per cent of all specialist buyers. (21)

1970 data for Ontario shows consistently lower average hourly earnings for women employees. (22)

<u>Establishment Size and Type of Employee</u>	<u>Male - \$</u>	<u>Female - \$</u>
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Large Establishments:

Full-time	3.11	2.10
Part-time/casual	1.79	1.66
Head Office	4.79	2.69

Small Establishments:

Full-time	2.72	1.85
Part-time/casual	1.68	1.59

Office Occupations

In 1972, in Toronto, women's average salary rates per week were consistently lower than men's in ten office occupations. (23)

	<u>Male - \$</u>	<u>Female - \$</u>
Accounting Clerk: Junior	116.	99.
Senior	159.	125.
Bookkeeper: Senior	168.	136.
Clerk: Junior	98.	90.
Intermediate	129.	113.
Senior	167.	132.
Cost Accounting Clerk	144.	113.
Material Record Clerk	138.	101.
Order Clerk	140.	114.
Tabulating Machine Operator	129.	116.

School Teaching

1968-1969 data from 8 provinces shows that, although women made up 68 per cent of all elementary and secondary school teachers, they only formed 24 per cent of principals. (24)

In the academic year 1970-71, 28% of the staff in Ontario's vocational schools were women. However, women formed only 7% of vocational schools administrative staff.

The female teaching staff earned a median income of \$9,731. and the male

teaching staff earned a median salary of \$11,113. However, over 90% of the female staff had less than three years experience at their school whereas 79% of the male staff had less than 3 years experience. (25)

University Teaching

In 1970-71, there were 3109 women employed in Canadian universities and colleges. Few women held senior positions within the university. Only 4% of deans and 3% of professors were women; while 30% of lecturers were women.

This concentration of women in the less prestigious and lower paying positions is clearly demonstrated in the following table.

<u>Rank</u>	<u>% Women</u>	<u>% Men</u>
Dean	0.5	1.5
Professor	4.8	19.9
Associate Professor	39.8	27.9
Assistant Professor	36.3	36.4
Lecturer	2.0	12.5
Other	<u>17.6</u>	<u>1.8</u>
Total	100.0	100.0

Much of this concentration will be due to the lower educational achievement of women in universities and colleges. Only 28% of the women employed in institutes of higher education had doctorates, compared with 55% of the men. (26)

A study of the earnings differential between men and women academics for the year 1965-66 found that the average salary for male academics was \$10,690, while for females it was \$8,428. About half of the \$2,262 gap could be accounted for by sex differences in age, degree held, field of specialization, university, region, or academic rank. But the rest of the difference was a "pure" sex differential. (27)

Scientists and Engineers

Only 3.7% of the Canadian scientists and engineers surveyed in 1967 were women. Almost half of the women surveyed worked in the social sciences. Women scientists and engineers seldom achieved positions of general responsibility. They worked primarily within specialized fields.

<u>Work Function</u>	<u>%Men</u>	<u>%Women</u>
Administration/management	26.8	8.3
Supervision	10.2	9.5
Research	7.5	16.7
Teaching	9.5	20.0
Counselling/Case Work	1.0	19.8

Since managerial/administrative positions tend to carry higher salaries than specialized positions, it's not surprising that women earned less

than men. Women in this survey, in fact, earned 71% of male incomes. One surprising finding in this survey is the relationships of sex, education and income. Women scientists and engineers with a doctorate earned median incomes of slightly less than men with a general bachelor's degree. (28)

<u>Level of Education</u>	<u>Median Earnings</u>	
	<u>Male</u>	<u>Female</u>
Professional certification	\$11,248.	\$7,250.
Bachelor	10,600.	7,140.
Bachelor (Honours)	11,000.	7,400.
Master	11,200.	8,000.
Doctorate	12,872.	10,320.

Women in Unions

In 1971, 176,342 women in Ontario belonged to unions. Women composed 20% of all Ontario's union members. In 1962, women made up on 15% of Ontario's union members. Nationally, 23.5% of all union members are women; up from 16.4% in 1962. (29)

Prepared by: Women's Bureau
Women's Programs Division
Ontario Ministry of Labour

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